



Davenham Church of England Primary School

“Working Together, Playing Together, Serving God and Serving Others”

“...encourage one another and build each other up...”

1 Thessalonians 5:11.

EQUALITY, DIVERSITY and INCLUSION REPORT

Equality Information March 2021

Davenham Primary School is committed to ensuring equality of opportunity for all pupils, staff, parents, carers and visitors irrespective of their race, gender, disability, religion or belief, sexual orientation, age or pregnancy and maternity. We tackle discrimination through positive promotion of equality, by valuing diversity, challenging bullying and stereotypes and by creating an inclusive environment which champions fairness and respect for all.

At Davenham Primary School every pupil is unique. By celebrating diversity and promoting respect and equality for all, our school provide a safe environment to learn and develop and prepares our pupils for life in the diverse world of the 21st century.

The Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage of different groups. Our school must have due regard to the following duties under the Act:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Equality information

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics (race, gender, disability, religion or belief, sexual orientation, age or pregnancy and maternity). In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

Information on pupils by protected characteristics at September 2020

Number of pupils on roll at the school: 314

Age of pupils: 3 to 11

Ethnicity: It may be possible to identify individuals from the information provided when the number of pupils with a particular characteristic is low. Therefore, we can report

that, according to the Census categories, we have a total of 14 children across the Ethnicity code.

Gender: 49% male, 51% female

Pupils eligible for Free School Meals (FSM): 4%

Pupils eligible for Pupil Premium Finding: 6%

Pupils with Special Educational Needs (SEN) 10%

Pupils with English as an Additional Language (EAL): 1%

Through tracking and monitoring of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Davenham Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We eliminate discrimination by:

- Our behaviour policy ensures that all children feel safe at school and addresses bullying and stereotyping
- Reporting, responding to and monitoring any incidents
- Regularly monitoring the curriculum to ensure that it meets the needs of all our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

We advance equality of opportunity by:

- Identifying underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times

Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We foster good relations by:

- Ensuring that Davenham Primary School is seen as a community school within our local community
- Ensuring that equality, diversity and inclusion are embedded in the curriculum and in collective worship.
- Ensuring that equality and diversity is embraced by staff, pupils, parents and visitors

Equality Objectives

In order to further support pupils, raise standards and ensure inclusive teaching, we will:

Objective	Action
Equip teachers, staff and governors to challenge any form of discrimination, bullying or harassment	Staff training - Stonewall, CPOMS
Introduce initiatives that will reinforce the whole school approach to embracing equality, diversity and inclusion.	Staff training - Stonewall, CPOMS
Improve our monitoring systems so that we can fully monitor and analyse and act on any trends or patterns in the data that require additional support for pupils. Include monitoring of data in relation to recruitment, retention and professional development of staff.	Use of reports from CPOMS or Target Tracker help analysis of data
Develop a whole school approach to promoting positive health and well being	Training from SENCO around health and well being Governor link to check on staff well being Staff to complete Trauma training – JH, VS and JO and cascade to all staff

EQUALITY STATEMENT

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